


New Mexico. I performed the same job duties as a Supervisor I regardless of the location at which I worked. I also personally observed other Supervisor Is perform these same job duties at these different locations.

4. I worked in excess of forty (40) hours per workweek during my Supervisor I employment with Defendants. Defendants did not pay me overtime compensation for my hours worked in excess of forty (40) hours per week as a Supervisor I.
5. I personally observed other Supervisor I employees who worked over 40 hours per week at different locations and to whom Defendants did not pay overtime.
6. Defendants hired myself and other Supervisor Is as exempt employees who are not entitled to overtime compensation.
7. To my knowledge, all Defendants paid Supervisor Is pursuant to the same basic compensation plan which paid Supervisor Is a salary and bonus.
8. My primary duty as a Supervisor I and the primary duty of other Supervisor Is is not management. I worked alongside other hourly employees and spent virtually all of my work time performing non-management tasks which included the same manual labor tasks they did which such as working on the hydraulic fracking pumps, rigging up and down, and other such manual labor tasks.
9. As a Supervisor I, I did not hire or fire employees, recommend the hiring or firing of employees, promote or demote employees, set employee pay or benefits, or set any budget.
10. While I worked as a Supervisor I, Defendants employed a Field Service Manager that was onsite daily. The Field Service Manager closely monitored my work to make sure that it complied with company standards.

11. Based upon my experience and observations from working for Defendants, I understand that the other Supervisor Is had the same/similar compensation plan as I did which paid a salary plus a bonus, performed the same job duties I did, Defendants did not pay them overtime compensation.

Pursuant to 42 U.S.C. §1746, I declare under penalty of perjury that the foregoing statements are true and correct and that I have personal knowledge of the information provided above.

DocuSigned by:

2E9794AAE48B45A...

Signature

3/14/2017

Date